

Detroit District

Soundings

US Army Corps of Engineers



Awards given & received by Grand Haven Area Office

*—See stories
on pages
2 & 8*



Soundings

LTC Robert I. Davis—District Engineer
Lynn Duerod—Chief, Public Affairs Office
Dennis Rundlett—Graphics
Jackie Lige—Student Clerk

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Soundings
 U.S. Army Corps of Engineers Detroit District
 P.O. Box 1027
 Detroit, Michigan 48231-1027

or faxed to: 313-226-5993

or e-mailed to: Lynn.M.Duerod@usace.army.mil

White Lake contractor gets award


During the Dedication ceremony for the White Lake Pier Reconstruction Projects on May 7, 1999, in Medbury Park, Montague, Michigan, Roen Salvage Company was honored as the Ohio and Great Lakes River Division Civil Works Contractor of the Year. Colonel James Hougnon, standing in for Brig. Gen. VanWinkle, presented the award to John Asher, President of the Green Bay contractor.

Roan garnered the Commander's Award for Public Service for its exemplary performance on the two construction projects completed during fiscal years 1997 through 1999 totaling just over \$7.2 million. Phase I was completed 28% ahead of schedule and Phase II was completed 26% ahead of schedule. Overall, the projects were brought in under budget due to Value Engineering Proposals by the contractor.

Roan's performance was rated by the Grand Haven Area Office as outstanding due to the excellent quality of workmanship, adequacy of their quality control plan, and the timely correction of less than quality work in a timely manner. "It's easy to have a quality product with a quality contractor," said Tom O'Bryan, Chief of Construction for Grand Haven. "And, basically, that is what happened. We solved problems at the lowest level."

Both contracts were formally partnered, which was instrumental to the excellent working relationship between Corps and contractor employees. Scott Babcock provided the Corps' quality assurance on both projects, while Don Sarter and Kevin Feil oversaw the Contractor's quality control program.

Back in the office, Tom Levy and Tom Drager provided the necessary link between the contractor's program managers and Tom O'Bryan in Grand Haven. "It is no surprise to me," Pat Klever stated. "We have always had an excellent working relationship — especially between 'The Toms.' O'Bryan has done an excellent job of fostering contractor trust and confidence in the Corps of Engineers, and I think that this is just another indicator of what can be done when everyone works together toward a common goal." (See related *Kudos on Tom O'Bryan on p.8.*)

The recently completed repairs — using cold-rolled steel and concrete — encloses the old timber and concrete structures and will provide an expected structure life of 50 years. White Lake supports a wide variety of interests in the community: sport fishing, industry, environmental groups, government, and recreational boating and swimming for the general public. 

Inside...

Commander's Column	3
Highlights—District Projects	4
Kudos!	8-9
Corps Speaks	10
Employees of the Month.....	12

Features...

District hosts LRD officers	4
District employee helps with earthquake mission.....	5
Roles in the PMBP	6
Donation benefits school	7
Soo crew saves life.....	9

On the cover: Tom O'Bryan receiving award from Maj. Gen. Albert Genetti



Colonel James Hougnon, standing in for Brig. Gen. VanWinkle, presents the Contractor of the Year Award to John Asher, President of Roen Salvage Company. Also present at the Dedication ceremony were US Representative Pete Hoekstra, State Senator Leon Stille, State Representative, Gerald Van Woerkom, and representatives from the Cities of Montague, Whitehall, and White River Township.

Commander's Column

by Lt. Col. Robert J. Davis,
District Engineer

"Communications"

Webster defines the verb *communicate* as the ability to have an interchange of ideas or information. Seems simple enough, but to actually have a quality interchange is easier said than done. One way that we can continue to strengthen the Detroit District is to improve our ability to communicate with each other and those outside the organization. I view the improvement of communications as a key component in investing in people.

As many of you know, there have been many recent improvements in the way that we communicate throughout the district. Some examples are:

- We are increasing the frequency of townhall meetings so that I can periodically give you updates on the "state of the district".
- The Deputy District Engineer chairs monthly brown bag lunches to allow everyone the opportunity to ask questions and obtain the latest information from the executive office.
- District senior leader staff meetings are con-

ducted twice every month with myself and 16 leaders of the district. The purpose of this meeting is to update me on the latest actions and to exchange information and ideas. The minutes of these staff meeting are posted on the district intra-net.


- Speaking of the intra-net. I am very pleased with the quality and usefulness of information that is now shared on the intra-net.
- The format of our monthly Project Review Board (PRB) meeting has been changed to enable us to focus on projects that need the personal attention of the command group.
- We are conducting "Consideration For Others" training to focus on improving communications and identifying barriers to effective communication.

These are just a few of the examples of our collective efforts to improve communications throughout the district. Many of you are probably wondering why I am personally placing so much emphasis on com-

munications. In the many Army organizations that I've served with in my career, those that performed the best were the ones where communication was the best. In those units, information and feedback occurred from the commanding officer down the chain of command to the newest soldier and also worked its way back up the chain as well.

I appreciate all your efforts in working to improving the interchange of ideas and information within the district. We still have a long way to go in opening the door wider to have good 2-way interchanges among peers, subordinates, and superiors. I




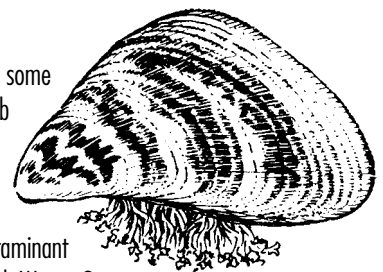
see improvement in this every day, and it is paying great dividends in the attainment of our district goals of improving business processes, exceeding customer expectations, expanding existing and developing new markets, and promoting a work environment where employees are valued and motivated to achieve. More on these district goals in the next issue of *Soundings*. 

Good news on the SFO front


by Scott Thieme

Jim Selegan has brought in some new work from the Macomb County Department of Public Works. They heard about his PhD research using zebra mussels to determine contaminant concentrations, and together, with Wayne State, have developed a plan for Lake St. Clair. The plan, basically, is to put caged zebra mussels at various points in the Clinton River and Lake St. Clair and test the samples frequently to determine where and when the sources of *ecoli* bacteria are coming from.

They came to the Corps for assistance on this project and have funded us through SFO to manage it. They are also working on a proposal for a larger three-year effort in which Jim would play a key role in the management of the monitoring and analyses. Give Jim a lot of credit for bringing in this new work and establishing a good working relationship with Macomb County and Wayne State! 




DePere Lock repairs complete

According to the Kewaunee Area Office, repairs on DePere Lock were completed on May 24, 1999. Funds have been earmarked for Fox Lock repairs next. 

*Highlights...**District Projects***Soo Locks contracts awarded**

A contract has been awarded to E&L Construction Group, Inc. of Flint, Michigan, for repairs and restoration of the Administration and Davis Buildings at the Soo Locks. The work includes plastering and painting the interiors, replacing some of the flooring, installing a lightening protection system on the Administration Building, building a new archive room on the third floor of the Administration Building, replacing all of the windows, installing a new roof on the tower, and refurbishing the heating systems. The work is scheduled to be completed by the end of the year.

Arrow Constructions Company of Marquette, MI has been awarded a contract for roof repair and restoration to the Administration and Davis Buildings. The work includes installing a standing seam zinc roof and new dormers on the Davis Building to restore the original look of the building. The existing asbestos cement shingles will be removed from the Administration Building and a new zinc shingle roof will be installed. The work is scheduled to be completed this summer. 

Drive to save DAC

The Detroit Federal Executive Board (FEB) Disability Awareness Committee (DAC) met May 14, with approximately 18 representatives of various government agencies attending.

The meeting began with a historic summation of the committee's efforts and accomplishments. It appeared, however, that the committee was in its terminal stages, as membership was down to two people, and the chairperson was prepared to step down. Ms. Rose Hubbard, Executive Director of the Detroit FEB, suggested a recruitment drive to save the DAC.

The DAC committee needs assistance, organization, and commitment. Ini-

tial discussions centered on the following efforts:

- Improve dissemination of information.
- Draft a mission statement and charter to establish a point of focus.
- Get volunteers for key vacancy positions.
- Coordinate plans for the fall conference in October 1999.

Anyone interested contact Carla Fisher at (313) 226-6807 

Detroit District hosts LRD officers


by Lt.Col. Lawrence Powell

District Commander Lt.Col. Robert Davis hosted thirty officers from the seven Districts and Division Headquarters of the Great Lakes and Ohio River Division for an Officer Professional Development seminar, or OPD. Brig.Gen. VanWinkle conducts an OPD seminar about every six months to keep his officers abreast of changes in the Army and the Corps of Engineers.

The two-day event began with an early morning session of kickboxing, followed by a day with the Tank Automotive Command (TACOM) and General Dynamics Land Systems in Warren, MI and Troy, MI, respectively. The two organizations provided an update on the various engineer systems, such as the latest armored bridge known as the "Wolverine." The day was closed out with a rousing mini-golf tournament. "I think the highlight of the day had to be the kick-boxing," said Davis, "we got a great workout and had some real fun."

Day two began with overviews by Brig.Gen. VanWinkle, Col. Hougnon, and Rob Vining. Each provided

some insight into the Civil Works program and the interface between the civilian and military workforce. This was followed by several excellent presentations by members of the US Coast Guard's 9th District out of Cleveland, Ohio. Rear Adm. J. F. McGowan, 9th District Commander, led off with a short discussion on waterways management. He was followed by members of the units stationed in Detroit.

The day culminated with a trip down the Detroit River on the Coast Guard Cutter Bristol Bay. VanWinkle, commenting on the seminar, said, "I like to get the officers together periodically to provide them with a broad base of experiences. At some time in their career, each officer will need to understand the procurement and sustainment process. TACOM provided us with some good information to put in our tool kits. Additionally, we deal so closely with the Coast Guard that I felt it was important to provide everyone with a basic understanding of their organization and capabilities. And of course, we want to have some fun together. This is the only opportunity to get everyone together. The commanders are together frequently, but we need to get the remainder of the officers together periodically in order to build esprit de corps." 



[CAPTION?]

District employee helps with earthquake mission

Maj. John Larson, a Wisconsin National Guard civil engineer from the 264th Engineer Group of Chippewa Falls, recently spent two weeks in Katmandu, Nepal. He was part of a four-member military team mission to design and build seismically resistant hospital annexes.

During their visit to Nepal, the mission team did seismic design work and began lining up the materials and services needed to construct the facility, and to

support U.S. Army engineer troops. They were treated as visiting foreign diplomats, visiting many cultural and construction sites and meeting with local manufacturers and vendors, as well as many senior government, military, and civilian officials in Katmandu to coordinate the design work.

About the size of Wisconsin, Nepal is in a region that experiences periodic earthquakes because of its close proximity to the Himalayas and associated fault lines. The region suffered a catastrophic earthquake in 1934 that killed thousands and destroyed much of Katmandu and surrounding cities. Other milder earthquakes occurred in 1988 and 1991. The planning mission, which ran from Feb. 22 to March 13, was particularly timely, as a significant earthquake occurred in

nearby India during the March 27-28 weekend.

Seismic experts are very concerned that Nepal is overdue for another major earthquake. This particular mission was a direct result of the findings of a recent U.S. Army Pacific Command seismic evaluation, which determined that some hospitals in Katmandu would sustain severe damage and lose medical supplies and diagnostic equipment that would be critically important in the immediate aftermath of a major earthquake.


About five or six such engineer projects are done each year throughout the Pacific, typically requested by the U.S. embassies in this region. The 412th Engineer Command's Hawaii Forward, working in support of U.S. Army Pacific's

Engineer Section, identifies qualified and available reserve-component personnel to support the specific engineer mission requirements.


In addition to Larson, the team also included Maj. Nick Gnemi, a reservist from Fort McCoy; a representative of the U.S. Army Pacific's engineering section; and a member of the 412th Engineer Command's Hawaii Forward. The mission received assistance from the U.S. ambassador to Nepal and the National Society for Earthquake Technology-Nepal. Larson and Gnemi will be involved in the next phase of the process to develop the final design plan, list of materials and specifications. Actual construction of the facility is tentatively planned for fiscal year 2000. 

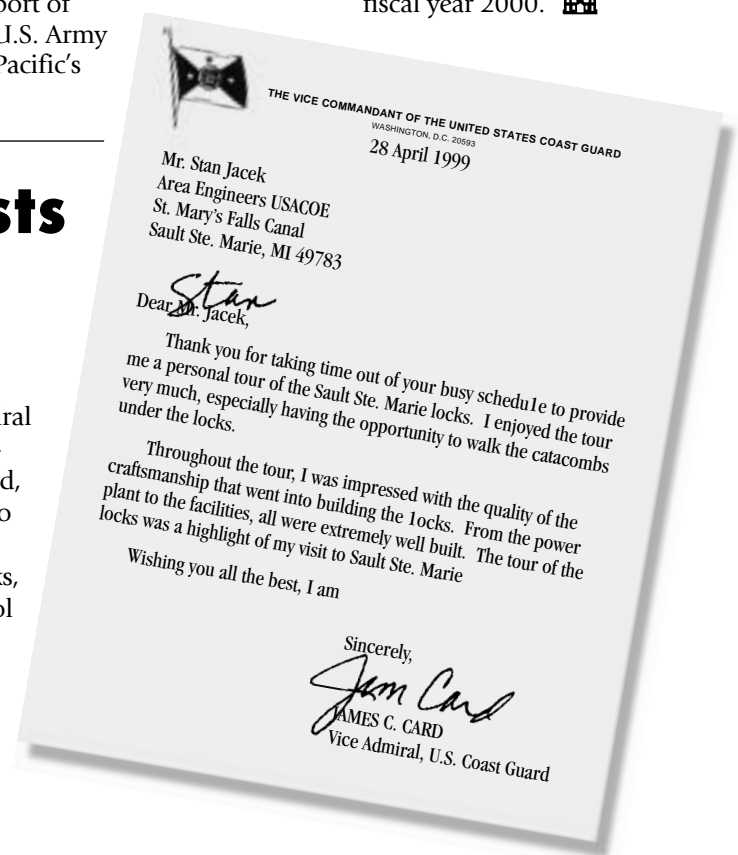
TSP Open Season

Everyone, please be advised that the TSP open season started May 15, 1999 and runs through July 31, 1999. The open season is your chance to start or change your contributions to your TSP account. You can also change the way your future payroll contributions are invested in the three TSP funds.

You can change your deductions only during the open season. You will need to complete TSP election (TSP-1) available in HR or you can download a copy from the forms & publications section of the TSP website: www.tsp.gov. If you have questions, or need more information, call Shirley Dismuke at 66427. 

Soo Locks hosts Coast Guard tour

On April 29, 1999, Vice Admiral James Card, second in command of the US Coast Guard, Washington, DC, visited Soo Locks. Vice Admiral Card was given a complete tour of the Locks, including the power plant, control tower, gallery, and a walk under the Locks. Corps staffers who conducted his tour were Stan Jacek, Donald Erfourth, James Peach, Kurt Bunker, and Charles Lampman. 



The roles of Area/Resident Engineer in the PMBP

by Lt.Col. Robert Davis and Patrick Klever

We continue to improve and move forward in our implementation of the Project Management Business Process (PMBP), but still have ground to cover with the implementation of this process. There still appears to be uncertainty on how everyone is involved in the PMBP, so senior leaders must continue to communicate to our workforce how the process works. The major focus of the PMBP is the "project" or "construction contract." The objectives of the PMBP are:

- 1** To enhance service to our customers.
- 2** To provide a focal point for interface with customers.
- 3** To place emphasis on completing projects and programs rather than just individual products or phases.
- 4** To enhance the Army Corps' reputation.

Area and resident engineers are key members of the project management

team for contracted projects. In fact, during the actual construction, most of the day-to-day work on a contracted project may occur at a resident engineer's office, like Fort Wayne. Regardless of the appropriation (mil, CW, SFO), the functions of an area engineer (AE) and a resident engineer (RE) may be similar. They may even overlap in some cases, but the focus of each is typically entirely different. The primary issue is that of division of labor. Typically, the AE manages the area which his/her office covers, while an RE manages the project(s) to which s/he is assigned.

The AE is the full-time supervisor, the administrative contracting officer (ACO) for multiple small contracts that come and go, the facility manager, and the operations manager. The AE manages the operations of the facilities and the maintenance program with in his/her control; it is a full-time job.

With a significant increase in workload, others are required to be brought on board to assist in the division of duties, since there are only so many hours in a day. For small projects which do not require their own ACOs, a project engineer (PE) and/or a construction representative may handle the job, and the AE remains the ACO. As the project size and complexity increase, so do the nature of the duties. At some point, an RE is brought on board to handle increased ACO and other such duties associated with a particular project or projects. In other cases, our customers might require that the project get the special care and attention that a dedicated RE can provide.

Simply put, the AE is the operations manager for his/her facilities. Where an AE is strategically placed geographically, that AE will also be the most effective interface with the customers of his/her facility. And, being out where the facility

is located, the AE is in the best position to determine when routine maintenance work needs to be accomplished to meet the needs of the customers. The *operation* of these "projects," however, is not project management in the sense of the PMBP. The *process* we use to manage the projects to ensure that we are taking care of our customers is the PMBP.

On the other hand, new or major construction work requires a project manager who coordinates the entire team—schedule, budget, design, customer interface, construction, etc., through to final product delivery. In this role, the AE and his/her staff are still significant team members who contribute to the overall successful delivery of the final product.

The PMBP process is primarily concerned with building an effective team for cradle-to-grave management of the design, the product and the public fisc. It is a process that we support. As I see it, communication, teamwork, and cooperation are the keys to our success or failure with the PMBP. **END**

District members visit Green Bay

On a recent visit to Wisconsin a few members from the district, including Scott Parker, from Projects and Programs, Joe Wanielista, from Engineering and Planning, and Steve Running, from the Kewaunee Office met with the Mayor of Green Bay to talk about the possibility of future work in that area. The Mayor, Paul Jadin, was excited about the possibility of the Corps assisting with various projects in his area. He was particularly interested in removing coal pile from a specific site, downtown revitalization projects, and cleaning up brownfields.

Our next step, the Mayor said, is to formulate some studies, meet with his staff responsible for these areas to talk specifics, and work out some plans. **END**



Green Bay Mayor Paul Jadin

See Soundings on the 'Net

Soundings is now posted on both the Intranet and Internet as an Adobe Acrobat file. On each server, the file is located under "News."

District donation benefits Pontiac school

by Patrick O'Connor


Partitions are usually used to separate people, but the Detroit District is using them to bring together government and education.

Stockpiling excess materials is costly, and Detroit recently made a move that both saved storage costs for the district and lent a helping hand to Kennedy Center, a special education high school in Pontiac, Michigan. The school is recognized for its successful art program, with Kennedy student and alumni art work widely exhibited.

When EAB recently obtained new partitions, it meant something had to be done with the old, still usable partitions. A district employee with a friend who teaches art at Kennedy Center made a few inquiries and found that the school needed portable wall space for hanging student art. Kennedy recognizes that art integrates many skills, including problem solving, manual dexterity, group learning, and concentration.

Through a Federal-to-State arrangement, the Corps was able to transfer excess wall partitions, office/art supplies, a light table, and office furniture directly to Pontiac at a nominal cost to Kennedy Center. School principal Betty Pfeffer said, "The hardest part was getting a truck and movers. This is the sort of stuff I usually can't put in my budget, even though we can find an immediate use for just

about everything the Corps offered us."

Kennedy art teacher Kate Serewicz said, "Art is about the self-esteem that comes as kids achieve mastery, and that mastery is demonstrated when their art can be displayed and appreciated. It's a wonderful benefit for Kennedy Center." 



[CAPTION?]

Resumix deployment nears

Resumix, a new approach to staffing, will be implemented here in the Detroit District in the very near future. Resumix automates the hiring process by storing resumés for quick access. Skills, education and work history data are extracted from applicants' resumés, and the data is automatically matched with search criteria.

Applicants are electronically tracked throughout the screening and hiring process. Resumix also generates response letters automatically and transmits referrals and resumés electronically. Resumix provides the following advantages:

- Only one resumé is needed (one-time application)
- Less work for applicant
- Employee-, manager- and union-friendly
- Faster job fill benefits applicant and manager

The timeframe to get Resumix deployed is as follows:

14 May–1 Aug	Briefings for employees and managers
1 Aug–31 Aug	Data call (solicit resumés)
1 September	Deployment of Resumix


Now is the time for all employees and managers to get familiar with Resumix procedures. Once Resumix is deployed, the traditional method of applying for vacant positions will no longer exist.

You can start learning about Resumix from the Northeast CPO's website:

1. Go to the CPOL on-line homepage at www.cpol.army.mil
2. Click on Regional Pages
3. Click on Northeast Region

4. Click on Resumix

- For supervisors concerned with how to fill vacant positions: click on Job Requisition Kit.
- All others who are interested in the application process: click on Job Application Kit.

It is strongly recommended that everyone review the introductory materials available on the website. 

Everyone needs a safe place to grow.

Put your money in a place so safe, not even inflation can touch it!

U.S. Savings Bonds are easy to buy and provide many employee benefits, such as investment stability, tax exemption, and retirement security. Savings Bonds earn interest for 30 years and may be redeemed anytime after six months without penalty.

You may purchase either Series I or Series EE Bonds directly through payroll deduction without any fee or commission. Series EE Bonds are sold at half of their face value.

FY2000 Savings Bonds Campaign
1–30 June 1999





Local Engineer receives Corps-wide Award



On March 23, 1999, **Tom O'Bryan**,

Chief of Construction for the Grand Haven Area Office, received the US Army Corps of Engineers Construction Management Excellence Award presented at the Environmental, Engineering, and Construction Conference in St. Louis, Missouri. Maj. Gen. Albert Genetti presented to award to O'Bryan for his work with contractors performing Corps work on the Eastern Shore of Lake Michigan. **BAH**

CFC Award

Diane Menifee, along with key district workers, were instrumental in the district receiving the Silver Award from United Way. Diane's dedication and tenacity enabled the district to exceed our goal of \$24,563 for the Combined Federal Campaign by 16%. **BAH**

Grand Haven garners Pier Safety Award

On behalf of the City of Grand Haven, The Grand Haven Public Schools, and the US Army Corps of Engineers, Ross Kittleman accepted the 1999 Region 3 Water Safety Award for the establishment of a dramatic and very effective Pier Safety Video which has been distributed throughout the state. The award was presented at the annual International Boating and Water Safety Summit, sponsored by the National Water Safety Congress and National Safe Boating Council, an annual event held this year in Albuquerque, NM, April 21-24, 1999. This International Conference was attended by over 400 water safety professionals from around the world.



Ross Kittleman holds the 1999 Region 3 Water Safety Award

The Grand Haven Area Office was a leading proponent in the development of a high quality Pier Safety video on the dangers associated with piers. As part of their effort to promote safety on the piers, Carl Platz

and Kittleman made a 50-minute presentation to the group about the video. The video was developed in 1996, and Platz and Kittleman discussed the history surrounding the need for such a video, how the safety video came about, how they were able to get the community involved, problems encountered along the way, and the benefits of such efforts to the Corps.

Grand Haven Area Office is currently attempting to coordinate and schedule a date in which the USACE can formally recognize the City and School District for their role in the process. It is anticipated that a semi-formal awards ceremony will be held in June for this purpose. **BAH**

FEB Awards

On Monday, 10 May, three district employees were awarded by the Federal Executive Board. At the 22nd Annual Employee Recognition Luncheon, held at the University of Detroit Mercy Conference Center, **Brian Mallory**, **Terry Long** and **George Fasteland** were recognized for their achievements.

Mr. Hugh Davis Jr., FEB Chairperson and Director of the IRS Detroit Computing Center, along with Mr. Carlos Lott, Jr., Vice-Chairperson and Director of the VA Medical Center, presented awards to Terry Long for Outstanding Engineering and Science Federal Employee of the Year, and Brian Mallory for Outstanding Technical/Assistant Federal Employee of the Year.

Graduation honors

Co-Valedictorian Jessi Greene, daughter of Ron Greene, graduated Summa Cum Laude from Harry S. Truman High School in Taylor with a 4.040 grade point average. She received honors in English, Mathematics, Science, Social Studies, and Spanish. Other honors include:

- The National Honor Society
- Phi Beta Kappa
- Honorary State of Michigan Competitive Scholarship
- William Murray Memorial Scholarship
- Central Michigan University Board of Trustees Outstanding High School Graduate Scholarship
- Society of Women Engineers Michigan Technological University Chapter Certificate of Merit for Excellence in Science and Mathematics.

Jessi plans to attend Central Michigan University. **BAH**



George Fasteland was nominated for the Outstanding Administrative Federal Employee of the Year and received a plaque for his nomination.

There are 28,000 Federal Employees in Southeast Michigan. Congratulations to our winners! **BAH**

(Kudos continues on next page)

Soo Coast Guard crew takes action to save life


S/V James M. Bray crew members Willard M. Nolan, Mate, and James S. Mrozek, Civil Engineering Technician, have been recommended for a civilian life saving award for their quick and decisive actions in an unusual rescue situation.

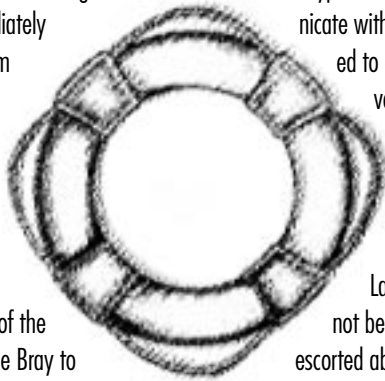
In the morning hours of May 5, a head appeared in the water around the starboard side of the Turkish freighter Mina Cebi. The crew of the Bray immediately reacted to the call "man overboard" from vessel ahead and began gathering the necessary rescue equipment. It was evident this person didn't know how to swim, as he was struggling desperately to stay above water and slipped below at least twice. Master Charles Lampman, operator at the time of the incident, maneuvered the port bow of the Bray to within about ten feet of the man, at which point he held his right hand up in the air and slipped beneath the surface again. This time he did not come back up.

According to Nolan, the man was about two feet beneath the surface when he finally grabbed the boat hook. Nolan pulled the man to the surface using the boat hook and then dragged the man over towards the ladder. Mrozek

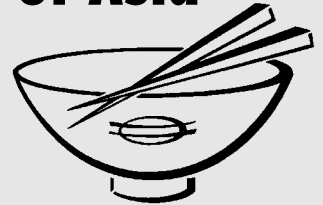
climbed down the ladder, almost to the waters edge, and Mrozek and Nolan then helped the man out of the water and up the ladder. They quickly had him aboard the vessel and took measures to warm him.

The victim was in the water for about three to five minutes, and, according to reports, was shivering uncontrollably from hypothermia. Mrozek and Nolan tried to communicate with and comfort him and asked if he wanted to go back to the Mina Cebi. He acted very excited and frightened, saying, "No! No! No!" and kept making "throat slashing" gestures, indicating he did not want to go back to the Mina Cebi, possibly for fear of his life. Lampman reassured the man he would not be taken back to his vessel. He was escorted aboard a Coast Guard patrol boat and taken to Coast Guard Base Soo where he received medical attention. The Mina Cebi was ordered to anchor in Lake Nicolet and await instructions.

Nolan and Mrozek were commended for their professional and disciplined manner, their quick and decisive actions, and the way in which they cared for the victim until help arrived. 




Lunch Hour Program offers "taste" of Asia




An Asian Pacific American Heritage Month Lunch Hour Program was held on Thursday, May 27, in the McNamara Building. Activities included Indian cuisine taste sampling, short videos on Hong Kong and Indonesia that were shown continuously, and displays of culturally oriented articles. The event was sponsored by the Corps of Engineers and the IRS. 

Kudos! (continued)

Science Fair winner


 **Shannon Satchel**, daughter of Yvonne Toney, Programs Management Branch, is an 8th grade student at Miller Middle School on Detroit's East Side. She was a participant in the Science Fair held from January to March, 1999. Her project was an experiment with 5 different plants to see if they could "breathe" under various conditions. She won First Place at Miller Middle School and received an "A" on the project.

Wayne State University, along with the Greater Detroit Resource Recovery Facility and Michigan Waste Energy, Inc., honored Shannon, along with other Detroit Public School students, at a "Science Fair Awards Reception" on Saturday, June 12, 1999 at the McGregor Conference Center.


Shannon will be graduating from Miller Middle School and entering Redford Senior High School in the Fall. 



Athletic scholarship

 **Leland Valentine**, son of Denise Gulley in Operations Technical Support Branch, recently graduated from Henry Ford High School in Detroit. He has received an athletic scholarship to attend Lincoln University in Jefferson City, Missouri, this fall.

Leland started playing football at PAL at the early age of 11. His varsity football positions at Henry Ford High School included linebacker and running back, with stats that earned him the titles of lead rusher and second lead in tackle. In his junior year, he was given recognition in the *Detroit News* sports column for his 68 rushes, 1,100 yards and 15 touchdowns, which helped placed Henry Ford High School in the State Championship Tournament. This encouraged Leland's desire to play football in college.

Leland is grateful to both his parents for support and guidance and to coaches Mike Marshall of Henry Ford and Jack Bush of Lincoln University for developing his talent. 



Corps Speaks...

Tom O'Bryan gave a presentation on April 21, 1999 on lake levels to the Kiwanis Club of Muskegon.

On Wednesday, April 28, 1999, the Resource Management Office sponsored its first Comptrollership Career Program (CP-11) Day, using the theme "Grow People." Their intent was to provide CP-11 personnel an opportunity to hear career enhancing ideas, presented by professionals currently working in various aspects of Comptrollership.

Stephen Jones, the District's Budget Officer, presented a detailed explanation of *Easy ACCES*, the computerized version of the Army Civilian Career Evaluation System (ACCES).

Terry Placek, the Army Comptrollership Program Manager (ASAFM (C)), presented the exciting career enhancing programs available to Army personnel. She provided many handout materials detailing individual programs, program schedules, and various program qualification requirements. She went on to discuss the Army's intent to develop a

new "Financial Specialist" career program.

Kathleen Miller, Acting Director, Finance and Accounting Oversight Division (ODASA (FO)), provided an eye-popping reality check for would-be careerists. Her message was simple yet powerful: The nature of the job market is changing rapidly; hence, careerists need to work not only at improving skills for current jobs, but developing the skills for their next job, and the job after that. Having ascended through the CP-11 grades quickly (GS-05 through GS-15 in 16 years), Kathleen Miller is living proof of how to effectively manage a career.

Luisa Deal, a professional with over 20 years of experience, was the keynote speaker. Ms. Deal dealt with motivational techniques and conflict resolution/avoidance.




On May 6, 1999, **Nanette Noorbakhsh** and **Shelley Tule** represented the Corps at the Rouge River Water Festival, in Dearborn. They manned a hands-on display entitled "US Army Corps of Engineers, Protecting the Nations Wetlands." This display included a demonstration of how wetlands mitigate flooding by storing water, and a table of "Things found in a Wetland." The day-long festival was hosted by the Wayne County Department of Environment and University of Michigan-Dearborn for over 1500 fifth-grade students from 28 schools. Other exhibitors and presenters included USGS, EPA, IJC, Michigan DNR and DEQ, Detroit Water and Sewage Department, National Wildlife Federation, UofM, MSU, WSU, US Coast Guard, Detroit Police Dive Team, Belle Isle Aquarium, Dossin Museum, and many more.

On May 13, 1999, the **Marquette Regulatory Field Office** hosted five eighth grade biology students from the Ishpeming-Negaunee school system as part of a Job Shadowing program.

The students asked questions about the Corps of Engineers, the Regulatory Program, and what is life like for a Biologist working for an engineering organization. The students were also given the opportunity to learn about the methodology and techniques employed by Corps' regulatory field staff by participating in the hands-on use of some of the field sampling equipment."

Michelle Thrift, Yolanda McLaurin and **Jim Starks** spoke at the Arts in Academics Academy Career Day on May 21, 1999.

On May 25th and 26th, **Lt. Col. Robert Davis** (below left) visited the Fine and Performance Arts School and Cass Technical High School, respectively. For each school's "Career Day," Lt. Col. Davis spoke about the Great Lakes, Corps and military life, and the importance of education, emphasizing the importance of engineering and the sciences. He made plans for the district to have a continuing relationship with each school in the future. 



Army Ideas for Excellence Program gets face lift

The Army Ideas for Excellence Program recently underwent major revisions to the program procedures. A Quality Council team (Russ Cuthrell, Charmaine Howell, and Eleanor Tucker) reviewed the current process and made recommendations to the Corporate Board and Commander for improving the process.

A suggestion box was set up in Microsoft Outlook for

sending suggestions to the Coordinator in Management Analysis Branch. The new process will require that employees complete suggestion form DA 1045 in Delrina Forms Flow and forward it through the electronic mail system. Instructions for completing the form for suggestors and evaluators will be posted on the Intranet.

The team requested volunteers to sit on the panel

to review initially disapproved suggestions. About 15 employees volunteered and will participate as panel members. Two panel members, along with a Management Analysis representative, will evaluate the initially disapproved suggestions. This new process will ensure more objective evaluations because the panel or the Executive Office will review all suggestions that are not initially approved.

The whole process should be completed in approximately 21 days from initial submission.

The tokens have changed to three per year and are more meaningful. Responsible offices/divisions will be implementing suggestions at a faster pace. We look forward to your suggestions in the next coming months so put on your thinking caps and **Suggest! Suggest! Suggest!** 

Family support for deployed personnel

To ensure that the families of deployed members of the district are fully informed and supported to the maximum extent possible, the Readiness Branch (RB) has created a list of contact points and phone numbers to provide to the families of individuals who deploy. This list includes District Office phone numbers for services and information that family members may need, such as:

- Health and life insurance coverage and benefits.
- Pay checks and travel payments.


- Employee and eligible family member counseling.
- Household assistance, including childcare, cooking, and running errands.

Home phone numbers of district personnel and spouses who have volunteered to assist the families of deployed employees are also provided.

Each year in November, the RB will inform the workforce of the program. Volunteers are needed for the Family Support Center (FSC) Cadre list. Volunteers can withdraw from the pro-

gram at any time.

The current FSC list and job specialties can be obtained in the RB. A copy of the list will be provided to each deploying employee and spouse prior to their departure.

RB will also prepare and distribute a list of spouses for each deployment. This list will be provided to all spouses in order to share information. Additionally, RB will send a letter to each spouse when their husband/wife has been identified for deployment, inviting them to participate in the FSC Program. 

Position available: Editorial Assistant, GS-5, in Public Affairs Office (temporary)

Position description:

Receives supervision from Public Affairs Officer, who establishes guidelines, work assignments and instructions on new policies and procedures. Exercises initiative, independence of action and judgment in accomplishing duties. Is expected to recognize potential problem areas and actual deficiencies for necessary corrective action.


Major Duties:

- Editorial assistant for the Public Affairs Office, performing a variety of editorial support and administrative duties. Supports command information, public information and community relation activities and programs through out the district.
- Editing and copywriting articles for various district publications and general public release, speeches, and news releases. Prepares drafts by developing information through discussions with other district components. Solicits articles from other district personnel, suggesting length and basic style required.
- Prepares briefs, announcements, and displays for the Public Affairs Office.
- Receives on-the-job training, experience and competence in applying basic skills, theories, techniques and practices to a variety of programs related to the office mission.
- Assists in special projects and with the preparation of news releases for special events.
- Receives calls, greets visitors, and directs — to staff

members only — those contacts needing their attention or action. Routes incoming mail. Handles routine matters, responding to non-technical requests for information. Maintains computer mailing lists, reference and office files.

- Uses computer and other automated equipment to accomplish duties.

Skills and knowledge required:

- Writing and editing news and feature articles on subjects and programs of the district.
- Basic photographic composition in arranging and setting up or selecting camera angles and views to achieve the desired results.
- Practices and techniques needed in visual and oral communication for assisting in developing audio/visual materials, including scripts and briefings for public events.
- Principles and methods in developing and disseminating routine, non-controversial information about the organization's programs and activities.
- Oral communication with basic knowledge of district programs, services and responsibilities to respond to requests for information by providing accurate information in a timely manner.
- Gathering, evaluating and interpreting information to arrive at a valid conclusion.
- Basic typing or word processing skills, with a basic knowledge of current computer programs. 

Dredge reunion planned

The Dredge "Hains" and "Tompkins" 4th biennial reunion will be held on July 24 1999 at the Mershon Recreational Area near Nunica, Michigan. The festivities are scheduled to begin at 3 p.m., with a catered meal served at 6 p.m. for a modest fee of \$5.00 per person (children under 5 are free). You may bring your favorite plate to pass, but it is not required. Beverages, other than coffee, will not be furnished, but personal coolers are welcome. Space is available for primitive camping and parking self-contained travel trailers and motor homes (no pads or hookups available). The area will be open throughout the day if you wish to arrive early. A covered pavilion will permit the reunion to be held rain or shine.

Previous employees who have attended or have expressed interest but have been unable to attend are being notified. If you know of other past employees that may be interested and do not receive a copy of *Soundings* or have not been contacted by the reunion committee in the past, please send their name and address to the address below. If you plan to attend the reunion, please send your name, address and telephone number, plus the appropriate fee, to John Cramblet, 629 Grand Haven, MI 49417, or call John at (616) 842-5510. Payment prior to June 30th, 1999 is requested for planning purposes. Payment confirmation, along with directions to the site, will be mailed to you immediately, as well as a list of local motels, if requested. 

Employees of the Month

May

Kevin McNally

Grand Haven Area Office

(photo not available)

Kevin is a Project Engineer with the Muskegon Superfund Resident Office and is the lead point of contact for all analytical data issues at the multi-million dollar Ott/Story/Cordova Superfund site. Kevin is responsible for creating a database to keep the contractor "on board" for all data electronically collected daily at the site in attempt to meet EPA requirements. He is the lead person for two major modifications to the contract. He also pitched in at the Fort Wayne Resident Office to assist in a manpower shortfall.

Great Job, Kevin!!! 

June

Charmaine Howell


Detroit District Office of Counsel



Charmaine provides outstanding service to internal and external customers. She fully supports the district and the ACOE vision by volunteering her time to serve on various key district committees. For example, after completing the Leadership Development Program, she volunteered to serve on the Steering Committee that does the necessary work to continue the leadership development experience for others. Charmaine has served for two years in that capacity and will serve again in FY2000.

Charmaine also volunteered to serve on the Quality Council and joined the committee that recently revised the District Suggestion Program. She volunteered for several years to run the Employee of the Month program, another means of investing in people and focusing on customer service.

Finally, Charmaine performs her industrial labor program responsibilities in an absolutely outstanding fashion. Charmaine attends preconstruction conferences and distributes a notebook she devised with her own initiative. Charmaine addresses numerous inquiries from the field offices, as well as the contractors' inquiries regarding proper wage rates and fringe benefits. Furthermore, Charmaine developed an excellent presentation for the recent Post Construction Conference.

Keep up the good work, Charmaine!!! 

Address Correction Requested

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